

MARICOPA COUNTY BOARD OF SUPERVISORS MINUTE BOOK

**SPECIAL SESSION
January 24, 2007**

The Board of Supervisors of Maricopa County, Phoenix, Arizona, convened in Special Session at 11:00 a.m., January 24, 2007, in the Board of Supervisors Auditorium, 205 W. Jefferson, Phoenix, Arizona, with the following members present: Fulton Brock, Chairman, District 1; Don Stapley, District 2, and Mary Rose Wilcox, District 5. Absent: Andrew Kunasek, Vice Chairman, District 3 and Max W. Wilson, District 4. Also present: Lori Pacini, Deputy Clerk of the Board; David Smith, County Manager; and Victoria Mangiapane, Deputy County Attorney. Votes of the Members will be recorded as follows: aye-no-absent-abstain.

DIVERSITY AND UNITY DAY CELEBRATION

Supervisor Brock welcomed everyone to the Diversity and Unity Day Celebration. He stated it was an exciting time to be an American. On behalf of the Board of Supervisors, he thanked everyone for attending. Supervisor Wilcox recognized Tony Lopez as the recipient of the "Living to Dream" Award which was awarded by the City of Phoenix. Supervisor Stapley reflected on how the population in Maricopa County has grown over the last two decades and how the employee make-up of the county reflects the diverse population in Maricopa County. David Smith, County Manager, stated it was up to everyone to live the Diversity Policy everyday and invited everyone to enjoy the celebration.

Supervisor Wilcox awarded the "Diversity Champion" Award to Chris Kozakis, Chief Information Technology Officer, for his efforts in promoting diversity in the County. Mr. Kozakis thanked everyone for the award. He explained how his department had implemented a program to expand the recruiting process to minorities by the networking methodology used and by the diversity requirements of the interview panels. Mr. Kozakis stated that the result was 80% of the high level positions interviewed went to minorities. He also felt the candidates hired were the most qualified for the position and the purpose was not to meet a quota; but by increasing the minority pool through enhanced networking, the right candidates rose to the top of the talent pool.

Judge Barbara Mundell, Keynote Speaker, discussed methods for breaking stereotypes, including:

- o Be aware of, but not afraid of, differences.
- o Learn what we can about each other like it matters, because it does.
- o Drop stereotypes and don't make assumptions.
- o Begin to play, work and live with people from different cultures and with different values.
- o Cultural competency is not a puzzle to be solved, but a mystery to be lived.

Tony Lopez, Diversity Director, thanked the Board of Supervisors, David Smith, and others for their work and support of diversity. He stated that his goal is to make Maricopa County an employer of choice and that he is proud that Maricopa County is very serious about diversity. (ADM1630)

MEETING ADJOURNED

There being no further business to come before the Board, the meeting was adjourned.

Fulton Brock, Chairman of the Board

ATTEST:

Lori Pacini, Deputy Clerk of the Board